



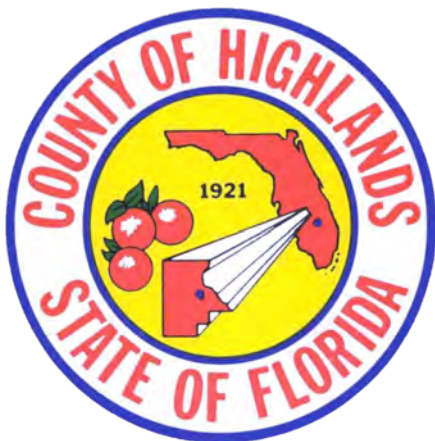
COUNTY ENGINEER

Engineering Department

Annual Salary:

\$86,922 - \$139,075 DOE/DOQ

Highlands County, Florida



Are you a strategic, hands-on engineering leader who can drive infrastructure excellence and lead a team toward innovative public works solutions? If so, apply to be Highlands County's next County Engineer!

We're looking for an exceptional, forward-thinking leader who is:

- Skilled in transportation and stormwater engineering
- Experienced in capital project planning and development review
- Adept at managing large, multi-disciplinary teams and budgets

"Preserving and enhancing the outstanding quality of life in Highlands County"



ABOUT THE COMMUNITY

Highlands County is a scenic, family-friendly region in Central Florida known for its 113 lakes, 16 golf courses, and outdoor recreation. With a population of approximately 109,778 the county blends small-town charm with economic vitality and a growing community spirit.

Located between major metro areas via US 27 and State Roads 17, 64, 66, and 70, Highlands County offers vibrant attractions such as the Sebring International Raceway, Lake Placid's 40+ murals, and the Archbold Biological Station. Residents enjoy numerous festivals, a robust healthcare system with three full-service hospitals, and a quality education network.



POPULATION
109,778



MEDIAN HOUSEHOLD INCOME
\$55,581



MEDIAN HOME VALUE
\$177,900

Tourism



County History



GOVERNANCE & ORGANIZATION

Highlands County operates under a County Government system. Five Commissioners, elected at-large for four-year terms, govern the County. The County Administrator, appointed by the Board, oversees operations.

Services include:

- Engineering
- Road & Bridge
- Community Programs
- Business Services
- Development Services
- Parks & Facilities
- Public Safety



THE JOB

The Engineering Department manages capital infrastructure planning, transportation systems, stormwater, and public works initiatives. It supports development, emergency management, and solid waste operations.

Reporting to the County Administrator, the County Engineer will:

- Act as consulting engineer to the Board of County Commissioners
- Plan and direct engineering services and capital projects
- Supervise a multidisciplinary team and operational areas
- Ensure compliance with regulatory standards
- Oversee financial planning and departmental procedures

[Full Job Description](#)



DEPARTMENT STRUCTURE

DIVISIONS:

- ENGINEERING SERVICES
- GIS
- TRAFFIC OPERATIONS
- DEVELOPMENT
- SURVEY & DESIGN
- STORM WATER



EMPLOYEES

44

FULL-TIME



DEPT. BUDGET

3.2

MILLION

KEY PROJECTS FOR 2025

- SEBRING PARKWAY PAVEMENT RESTORATION
- W. COLLEGE DRIVE 4-LANE EXPANSION
- STORMWATER MASTER PLAN
- LAP FUNDED SIDEWALK AND MULTIUSE PROJECTS
- SEBRING PARKWAY PHASE IV



IDEAL CANDIDATE

The ideal candidate will have deep experience in public infrastructure and engineering leadership. They will demonstrate:

- Exceptional communication and collaboration skills
- Political acumen and community engagement
- Expertise in civil engineering and regulatory compliance
- Proficiency in capital project and personnel management

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Civil Engineering or related field
- 8+ years of progressively responsible engineering experience
- Florida Professional Engineer (PE) license or ability to obtain

PREFERRED:

- Master's degree in Engineering, Public Administration, or related field
- Experience in a governmental or public works setting
- Supervisory experience over multidisciplinary teams



SALARY & BENEFITS

Compensation: \$86,922 - \$139,075 DOE/DOQ

Health Benefits: Medical, Dental, Vision, Life Insurance, and EAP

Paid Leave: Generous PTO and holiday schedule

Retirement: Florida Retirement System (FRS) with employer contributions

Perks: Wellness programs, flexible schedules, and relocation assistance

HOW TO APPLY

Apply Here



For more information, contact:

Michael Czymbor

MichaelCzymbor@GovernmentResource.com | 843-368-6659

Highlands County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.